



State of California
Employment Training Panel

Training Proposal for:
Certified Coatings Company
Agreement Type: **Small Business**
Agreement Number: **ET09-0262**

Panel Meeting of: **October 17, 2008**

ETP Regional Office: **Sacramento**

Analyst: J. Basquez

CONTRACTOR:

- Type of Industry: Construction:
Priority Industry: ☒ Yes ☐ No
- Contractor's # of Full-Time Employees
 - California: 75
 - Worldwide: 75
 - Number to be trained: 30
- Turnover Rate: 20%
- Repeat Contractor: ☐ Yes ☒ No

CONTRACT:

- Training Project Profile: Priority/Retrainee
- ETP Funding Amount: \$41,340
- In Kind Contribution: \$44,525
- Average Cost per Trainee: \$1,378
- Post Retention Wage: \$15.00
- Health Benefits: N/A
- Occupations to be Trained: Administration Staff, Painters
- Training Menu:
 - ☒ Business skills ☐ Literacy skills
 - ☐ Commercial skills ☒ Management skills
 - ☒ Computer skills ☐ Manufacturing skills
 - ☒ Cont. Improvement ☒ Other: Hazardous Materials
- Range of Hours: 8-75 Weighted Avg: 53
- Multiple Job Numbers: ☐ Yes ☒ No

- County(ies) Served: Contra Costa
- Union Representation: ☐ Yes ☒ No
- Subcontractor: N/A
- Third Party Services: N/A

INTRODUCTION

Since its formation in January, 1986, Certified Coatings Company (CCC) has worked on such diverse jobs as internally lining the 20 tanks buried inside the mountains above Pearl Harbor and painting the 605-foot Space Needle in Seattle, Washington.

CCC's current projects are a \$22 million/50 employee paint job of the San Rafael/Richmond Bridge and a \$10 million/50 employee project at the San Mateo Bridge, both in the San Francisco Bay area. CCC is also painting the Crescent City Connection Bridge in New Orleans (\$21 million/70 employees) and has a \$10 million job (30 employees) painting the Hakalau, Paheehee and Kapaupalua Bridges in Hilo, Hawaii.

CCC is requesting training for 30 employees at its facilities in Concord. Its goal is to develop strong technical expertise among its workers, improve customer service, and increase the company's competitiveness in a global marketplace. The majority of the training will be performed by CCC Managers and Supervisors.

CCC is one of 120 companies in the U.S. with the special QP-1 and QP-2 (Hazardous Materials) certification through the Painting Contractors Certification Program. CCC states all Hazardous training is above and beyond what is required of them by Cal OSHA.

These certifications, the company's track record for bringing jobs in on schedule and on budget, and its ability to find adequate bonding is a testament to CCC's commitment to training its staff in various skills in new and improved processes.

Job Security

The Panel uses employee turnover rate as a measure of job security. CCC's most recent annual turnover rate is 20%, which does not exceed the turnover rate specified in ETP regulation 4417, Secure Job. Therefore, there will be not final payment penalty assessed in this project.

RECOMMENDATION

For the reasons set forth above, staff recommends approval of this proposal.